



Kettering Board of Education
Regular Session
Recital Hall, Fairmont High School
October 18, 2022
6:00 p.m.

Our Mission

The mission of Kettering City Schools, in partnership with the family and community, is to guarantee a superior educational learning experience for all students by providing a positive and innovative learning environment, while responsibly utilizing resources.

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting.

AGENDA

<u>What</u>	<u>Who</u>	<u>How</u>
I. Roll Call	Mr. Henderson	
II. Adoption of Agenda	Board Members	Discussion
III. Pledge of Allegiance	Mr. Henderson	
IV. Minutes of September 20, 2022, Regular Meeting and the October 4, 2022, Work Session+	Board Members	Discussion
V. Recognition and Reports A. Portrait of a Graduate, “Engaged Collaborator”	Mr Delon Mr. Von Handorf	Recognition
VI. Board Committee Reports	Board Members	Discussion
VII. Hearing of the Public regarding Agenda Items*	Citizens	Discussion
VIII. Information for Decision-making A. Items for Upcoming Meetings+	Board/Staff	Discussion
IX. Decisions of the Board A. Second Reading of Revisions of Kettering Board of Education Policies and Bylaws by NEOLA of Ohio+	Board Members	Approval
X. Human Capital Agenda+	Ms. McCarty-Stewart	Approval
XI. Business Services Agenda+	Ms. McCarty-Stewart	Approval
XII. Office of the Treasurer Agenda+	Mr. Furniss	Approval
XIII. Hearing of the Public**	Citizens	Presentation
XIV. Adjournment	Board Members	Motion

+Enclosures available by request, please contact Kari Basson, Coordinator of Community Relations, kari.basson@ketteringschools.org

*This first hearing of the Public is provided only for Items included on the agenda for this meeting. Unless a visitor has been placed on the regular agenda, speaking time is limited to five (5)minutes per speaker or twenty (20) minutes collectively per group.

**This second hearing of the Public is provided for items and topics not included on the agenda for this meeting. Unless a visitor has been placed on the regular agenda, speaking time is limited to five (5)minutes per speaker or twenty (20) minutes collectively per group.

X. Human Capital Agenda

A. Certificated Employees

1. Recommendation to accept the following Resignations from Employment to Retirement:
 - a) Patricia L. Boone, Art Teacher, Kettering Fairmont High School, effective end of the 2022-23 school year (33 years in Kettering)
 - b) Debra S. Foote, 3rd Grade Teacher, Beavertown Elementary School, effective end of the 2022-23 school year (26 years in Kettering)
2. Recommendation to accept the following from Resignations from Positions Only:
 - a) Kenneth B. Molz, Jr., 57.1% Business Teacher, Kettering Fairmont High School, effective end of the work day September 30, 2022
3. Recommendation to recognize, for the official record, the death of Nicole R. Shellabarger, Intervention Specialist, Greenmont Elementary School, effective September 14, 2022.
4. Recommendation to approve Classification Increase for the following Certificated Staff, effective First Semester 2022-23 school year:
 - a) Kailee Ann Marie Miller, Kettering Fairmont High School, Class VIII, Step 3, MA + 36
5. Recommendation to approve payment to Amy Nicole Webb for teaching 14 students in Online College & Career Readiness, outside her contract day for the first semester, at the rate of \$3,000.
6. Recommendation to approve the following Unpaid Leaves of Absences:
 - a) Molly Jane Dowd, Fifth Grade Teacher, Southdale Elementary School, due to infant care, October 11 - December 31, 2022 (59 days)
7. Recommendation to approve a Memorandum of Understanding between the Kettering Education Association and Kettering City School District for Nursing Coordinator Supplemental Contract. (Enclosure)
8. Recommendation to approve the following 2021-22 School Year Supplemental Contract:
 - a) Betina Irwin, Nurse Coordinator, Kettering City Schools
9. Recommendation to approve Athletic Game Personnel for the 2022-23 School Year to work athletic events. (Enclosure)
10. Recommendation to approve Athletic Game Personnel rate of pay for the 2022-23 School Year. (Enclosure)
11. Recommendation to approve the following 2022-23 School Year Supplemental Contracts:
 - a) Kenneth Molz, Strength Coach (Fall), Kettering Fairmont High School
 - b) Kenneth Molz, Strength Coach (Winter), Kettering Fairmont High School
 - c) Kenneth Molz, Head Boys Basketball Coach, Kettering Fairmont High School
 - d) ***Eric Trent, Assistant Boys Basketball Coach, Kettering Fairmont High School
 - e) ***Josh Arden, Assistant Boys Basketball Coach, Kettering Fairmont High School
 - f) ***Tim Sullivan, Assistant Boys Basketball Coach, Kettering Fairmont High School
 - g) ***Dave Ray, Assistant Boys Basketball Coach, Kettering Fairmont High School
 - h) ***Antonio Atria, Assistant Boys Basketball Coach (Volunteer), Kettering Fairmont High School
 - i) +*Jeremy Finn, Head Girls Basketball Coach, Kettering Fairmont High School
 - j) ***Aaron Bock, Assistant Girls Basketball Coach, Kettering Fairmont High School
 - k) ***Matt Madges, 50% Assistant Girls Basketball Coach, Kettering Fairmont High School

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- l) +*Rick Wical, 50% Assistant Girls Basketball Coach, Kettering Fairmont High School
- m) +*Brandon Davidson, Assistant Girls Basketball Coach, Kettering Fairmont High School
- n) Michaela Rhoades, 50% Assistant Girls Basketball Coach, Kettering Fairmont High School
- o) Dave Fisher, 50% Assistant Girls Basketball Coach, Kettering Fairmont High School
- p) Mikalia McIntosh, Assistant Girls Basketball Coach (Volunteer), Kettering Fairmont High School
- q) +**Jeremy Fleck, Head Boys Bowling Coach, Kettering Fairmont High School
- r) +**Heidi Sanders, Head Girls Bowling Coach, Kettering Fairmont High School
- s) +**Jessica Hatcher, Assistant Bowling Coach, Kettering Fairmont High School
- t) +**Matthew Mahaffey, Assistant Bowling Coach, Kettering Fairmont High School
- u) +**Mara Shaneyfelt, 80% Winter Cheerleading Advisor, Kettering Fairmont High School
- v) +**Carrie Kihn, 20% Winter Cheerleading Advisor, Kettering Fairmont High School
- w) +**Carrie Kihn, 85% Cheerleading Competition Advisor, Kettering Fairmont High School
- x) +**Brittany Burke, 15% Cheerleading Competition Advisor, Kettering Fairmont High School
- y) +**Steve Schoenbachler, Head Diving Coach, Kettering Fairmont High School
- z) +**Alice Licata, Assistant Diving Coach (Volunteer), Kettering Fairmont High School
- aa) Krista Pfennig-Berning, Head Swimming Coach, Kettering Fairmont High School
- bb) Scott Mitter, Assistant Swimming Coach, Kettering Fairmont High School
- cc) Steve Hippenmeyer, Assistant Swimming Coach, Kettering Fairmont High School
- dd) Kelly Sullivan, Assistant Swimming Coach, Kettering Fairmont High School
- ee) Frank Baxter, Head Wrestling Coach, Kettering Fairmont High School
- ff) +**Justin Sage, 60% Assistant Wrestling Coach, Kettering Fairmont High School
- gg) +**Brian Kennelly, 60% Assistant Wrestling Coach, Kettering Fairmont High School
- hh) +**Ken Cableck, 60% Assistant Wrestling Coach, Kettering Fairmont High School
- ii) +**Justin Kihn, 60% Assistant Wrestling Coach, Kettering Fairmont High School
- jj) +**Jim Lehman, 60% Assistant Wrestling Coach, Kettering Fairmont High School
- kk) +**Matt Denlinger, Assistant Wrestling Coach (Volunteer), Kettering Fairmont High School
- ll) +**Ben Kellerman, Assistant Wrestling Coach (Volunteer), Kettering Fairmont High School
- mm)+**Tim Bionde, Assistant Wrestling Coach (Volunteer), Kettering Fairmont High School
- nn) Betina Irwin, Nurse Coordinator, Kettering City Schools
- oo) +**Michelle Roca, Detention Monitor, Van Buren Middle School
- pp) Emily Tierney, Intramurals Director, Greenmont Elementary School
- qq) Chris Roden, Muse Machine, Kettering Middle School

+ Contract will be issued upon verification and receipt of CPR/AED, Concussion, Sudden Cardiac Arrest and Fundamentals of Coaching Certificates, appropriate reports from Ohio BCII and FBI background checks as well as a current Pupil Activity Permit.

* Has a teaching certificate but no base contract.

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** Does not have a teaching certificate. In accordance with the provisions of Section 3313.53 ORC, the Board has offered via a posting this position to certificated employees of the district and has thereafter advertised said position as available to other qualified, certificated persons not employed by the district. With no such qualified persons having applied and/or accepted said position, this non certificated person is employed for this position for the 2022-23 school year at the designated rate per year.

12. Recommendation to approve Valerie J. Beirise, Substitute Nurse, to work an additional 90 minutes per day, beyond the regular school day, at the Substitute Nurse rate of \$25/hr, effective October 3 - October 7, 2022.
13. Recommendation to approve Jennifer Lynn Henry, Long-Term Substitute, for 2 hours at the rate of \$20/hr for attending the Medication Administration training on August 12, 2022.
14. Recommendation to approve the following 2022-23 Substitute Teachers:
 - a) Alyssa Marie Harrah
 - b) Brandon Lee Arehart
 - c) Bradley W. Hamilton
 - d) Sydney Grace Glynn
 - e) Crystal Ann Sease
 - f) Deborah Ann Pickett
 - g) Amy M. Tamer
 - h) Trevor Robert Cledith Davis
 - i) Beth Rachelle Conde
 - j) April Nicole Leiva-De Hoyos
 - k) Daniel L. Busse
 - l) Catherine A. Hatton
 - m) Beverly H. Smith
15. Recommendation to approve the following 2022-23 Long-Term Substitute Teacher:
 - a) Kenneth B. Molz Jr. for open position, effective October 3, 2022
16. Recommendation to approve the 31st work date for the following 2022-23 School Year Long-Term Substitute Teachers:
 - a) Jazmin M. Cooley for Kimberly A. Keller, John F. Kennedy Elementary School, effective September 27, 2022
 - b) Annika Brea Cunningham for Rachel Van Atta, Indian Riffle Elementary School, effective September 27, 2022
 - c) Owen William Carpenter for Najwa Ann Jones, Kettering Fairmont High School, effective September 28, 2022
 - d) Adam Elliott Guadalupe for Anna Leah Bumiller, Kettering Fairmont High School, effective September 27, 2022
 - e) Cheri Marie Baldree for Molly Jane Dowd, Southdale Elementary School, effective September 27, 2022
 - f) Justin Matthew Kihn for open position, Southdale Elementary School, effective September 27, 2022
 - g) Katelyn Nicole Shahady for Caitlin Marie Wolodkiewicz, Orchard Park Elementary School, effective September 28, 2022
17. Recommendation to approve the following 2022-23 Substitute Nurses:
 - a) Mallory Suzanne Zedella

- b) Stephanie Michelle Maniaci
- 18. Recommendation to approve the following 2022-23 Home Instructors:
 - a) Jamie Danielle Bellini - Bachelor's Degree
 - b) Christopher James Roden - Master's Degree
- 19. Recommendation to approve the following resignation from Substitute Teacher for the 2022-23 School Year:
 - a) Julie Annette Roseberry

B. Classified Employees

- 1. Recommendation to accept the following Resignations from Employment to Retirement:
 - a) Robin Leigh Harshe, Special Education Paraprofessional, J. E. Prass Elementary School, effective end of day, October 31, 2022 (20 years in Kettering)
 - b) Mary P. Cooney, Classroom Aide (Intervention) and School Aide, J. E. Prass Elementary School, effective end of day, October 31, 2022 (18 years in Kettering)
- 2. Recommendation to accept the following Resignations from Employment:
 - a) Kholoud Jamal Azzam, Food Service Worker I, Kettering Middle School, effective end of day, September 30, 2022
 - b) Christina Michele Duritsch, Special Education Paraprofessional, Kettering Fairmont High School, effective end of day, September 23, 2022
 - c) Mark Alan Llewellyn, Head Custodian, John F. Kennedy Elementary School, effective end of day, October 7, 2022
- 3. Recommendation to approve the following 2022-23 School Year Employee:
 - a) Shelby Mustang McLaughlin, Childcare Aide, as needed, Kettering Early Childhood Education Center, \$14.25/hr, effective September 19, 2022
 - b) James Sterling Pearson, Food Service Worker I, Kettering Fairmont High School, 3 hrs/day, Step 1, effective October 3, 2022
 - c) Chelsea Lynne Smith, Classroom Aide (Traditional), J. E. Prass Elementary School, maximum 15 hrs/week, Step 1, effective October 3, 2022
 - d) Tracy M. Potter, Childcare Aide, as needed, Kettering Early Childhood Education Center, \$14.25/hr, effective October 10, 2022
 - e) Kenna Lynn LeMaster, Elementary Secretary I, Orchard Park Elementary School, Pay Grade 1, 5 hrs/day, Step 1, effective October 24, 2022
 - f) Kenna Lynn LeMaster, School Aide, Orchard Park Elementary School, 2 1/2 hrs/day, Step 1, effective October 24, 2022
- 4. Recommendation to approve the following Adjustment of the 2022-23 School Year Food & Nutrition Services Assignment:
 - a) Brenda M. Grooms, Food Service Worker I, Kettering Fairmont High School, from 3 hrs/day to 3 1/2 hrs/day, effective October 3, 2022
- 5. Recommendation to approve the placement of Gloria Faye Jones, Food Service Worker II, on Step 1 of the approved salary schedule, \$18.64/hr, having worked 23 consecutive days as acting Manager, Southdale Elementary School, effective September 26, 2022.
- 6. Recommendation to approve the placement of Dovie Jane Mason, Assistant Custodian, on Step 5 of the approved salary schedule, \$26.36/hr, having worked 21 consecutive days as acting Head Custodian, John F. Kennedy Elementary School, effective October 6, 2022.

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7. Recommendation to approve the following Adjustment of the 2022-23 School Year Paraprofessional Assignment:
 - a) Glenda Sharron Gerdes, Special Education Paraprofessional, Kettering Fairmont High School, from 7 hrs/day to 7 1/2 hrs/day, effective September 1, 2022
8. Recommendation to approve the following Unpaid Leaves of Absences:
 - a) Joyce Ellen Dunbar, Classroom Aide Intervention (Title I), John F. Kennedy Elementary School, due to exhausted sick leave, September 30, 2022 (1/4 day) and October 20, 2022 (1 1/4 day)
 - b) Stephanie A. Clower, Special Education Paraprofessional, Kettering Middle School, September 5, 2022 (1 day)
 - c) Jackie Lynn Bloom, Bus Driver, Transportation Department, due to personal reasons, September 26, 2022 and October 5, 2022 (2 days)
 - d) Zoe Beth Purdin, Special Education Paraprofessional, Indian Riffle Elementary School, due to exhausted sick leave, September 21, 2022 (3/4 day), September 22-23 and September 26, 2022 (3 3/4 days)
 - e) Paul D. Hurst, Bus Driver, Transportation Department, due to exhausted sick leave, September 19, 2022 (1/2 day)
 - f) Mary A. Janson, Bus Aide, Transportation Department, due to exhausted sick leave, September 21, 2022 (1/4 day)
9. Recommendation to recognize the following Unapproved Unpaid Leaves of Absence:
 - a) Sean Michael Wilson, Bus Driver, Transportation Department, due to personal reasons, October 31-November 1, 2022 (2 days)
 - b) Michael Raymond Wilson, Bus Aide, Transportation Department, due to personal reasons, October 3-6, 2022 (4 days)
 - c) Mary J. Hammonds, Bus Driver, Transportation Department, due to personal reasons, September 12, 2022 (1 day)
 - d) James R. Hurt, Bus Aide, Transportation Department, due to personal reasons, September 19, 2022 (1.75 hrs)
 - e) Melissa Marie Beatty, Bus Driver, Transportation Department, due to personal reasons, October 10, 2022 (39 min)
10. Recommendation to approve the daily average hours for the following Transportation Employees:
 - a) Julie Claire Wise, Bus Aide, Transportation Department, from 7 hrs/day to 5 hrs/day, effective September 30, 2022
 - b) Rhonda Sue Howard, Bus Driver, Transportation Department, from 4 3/4 hrs/day to 5 hrs/day, effective September 26, 2022
 - c) Pamela S. Damron, Bus Aide, Transportation Department, from 4 1/4 hrs/day to 4 1/2 hrs/day, effective September 26, 2022
 - d) Jon E. Durrenberg, Bus Driver, Transportation Department, from 4 3/4 hrs/day to 5 hrs/day, effective September 26, 2022
 - e) Cherri Lee Washington, Bus Driver, Transportation Department, from 5 hrs/day to to 5 1/4 hrs/day, effective September 26, 2022
 - f) Shari Kay Westmoreland, Bus Aide, Transportation Department, from 4 hrs/day to 5 hrs/day, effective September 26, 2022
 - g) Gail E. Willis, Bus Aide, Transportation Department, from 4 hrs/day to 4 1/2 hrs/day, effective September 26, 2022

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- h) Jackie Lynn Bloom, Bus Driver, Transportation Department, from 5 1/4 hrs/day to 4 1/2 hrs/day, effective September 26, 2022
 - i) Benita Y. Hooten, Bus Driver, Transportation Department, from 4 3/4 hrs/day to 5 1/4 hrs/day, effective September 26, 2022
 - j) Christy C. Henderson, Bus Aide, Transportation Department, from 4 1/4 hrs/day to 4 3/4 hrs/day, effective September 26, 2022
 - k) Melissa Marie Beatty, Bus Driver, Transportation Department, from 4 3/4 hrs/day to 5 1/4 hrs/day, effective October 10, 2022
 - l) Cynthia Kay Brigham, Bus Aide, Transportation Department, from 4 1/4 hrs/day to 4 1/2 hrs/day, effective October 10, 2022
 - m) Hunter W. Brigham, Bus Driver, Transportation Department, from 4 3/4 hrs/day to 5 hrs/day, effective October 10, 2022
 - n) Steven Kelly Catalano, Bus Driver, Transportation Department, from 4 1/2 hrs/day to 5 hrs/day, effective October 10, 2022
 - o) Daniel A. DeAtley, Bus Driver, Transportation Department, from 4 3/4 hrs/day to 5 1/4 hrs/day, effective October 10, 2022
 - p) Kent John Kabel, Bus Driver, Transportation Department, from 4 3/4 hrs/day to 5 hrs/day, effective October 10, 2022
 - q) Kandi Lasley, Bus Aide, Transportation Department, from 4 hrs/day to 4 1/2 hrs/day, effective October 10, 2022
 - r) Johnny L. Maynard, Bus Driver, Transportation Department, from 7 1/4 hrs/day to 7 1/2 hrs/day, effective October 10, 2022
 - s) Shari Wright Parham, Bus Aide, Transportation Department, from 4 hrs/day to 4 1/4 hrs/day, effective October 10, 2022
 - t) Debra E. Puterbaugh, Bus Aide, Transportation Department, from 6 1/2 hrs/day to 6 3/4 hrs/day, effective October 10, 2022
 - u) Sally Grace Shupe, Bus Aide, Transportation Department, from 4 1/4 hrs/day to 4 3/4 hrs/day, effective October 10, 2022
 - v) Cherisha April Wilson, Bus Driver, Transportation Department, from 4 1/2 hrs/day to 4 3/4 hrs/day, effective October 10, 2022
11. Recommendation to approve the adjustment to the September 20, 2022 Board Agenda, (X,B,7,e) Lillian Rose Foster, Childcare Aide, as needed, Kettering Early Childhood Education Center, from Step 1 to \$14.25/hr., effective August 18, 2022
12. Recommendation to approve the adjustment to the September 20, 2022 Board Agenda, (X,B,7,p) Tonya Michelle Mayer, Childcare Aide, as needed, Kettering Early Childhood Education Center, from Step 1 to \$14.25/hr., effective September 15, 2022
13. Recommendation to approve the following 2022-23 Student Worker:
- a) Recommendation to approve Luis Gustavo Cortes-Heston, Student Videographer, for recording of Board Meetings, no benefits, \$25.00 per meeting.
14. Recommendation to approve the following 2022-23 Substitute Paraprofessionals:
- a) Leisa Marie Bohache - effective 8/16/2022
 - b) Angela Pearl Higham
 - c) Tracy M. Potter
 - d) April Nicole Leiva-De Hoyos
 - e) Margaret E. LaParre

- f) Karen Marie Passmore
- 15. Recommendation to approve the following 2022-23 Clerical Substitutes:
 - a) Karen Marie Passmore
 - b) Angela Pearl Higham
 - c) April Nicole Leiva-De Hoyos
 - d) Dawn Michelle Wyatt
- 16. Recommendation to approve the following 2022-23 Food & Nutrition Services Substitutes:
 - a) Karen Marie Passmore - effective 8/16/2022
 - b) Crystal Ann Sease
 - c) Dawn Michelle Wyatt
- 17. Recommendation to approve the following resignations from Substitute Paraprofessional, Substitute Food & Nutrition Services, and Substitute Buildings and Grounds for the 2022-23 School Year:
 - a) James Sterling Pearson (Sub Food & Nutrition Services)
 - b) Amy Michelle Brothers (Sub Paraprofessional)
 - c) Karen Marie Passmore (Sub Food & Nutrition Services)
 - d) Brandon Michael Hall (Sub Buildings and Grounds)

XI. Business Services Agenda

- A. Recommendation to approve a Resolution to enter into a Master Intergovernmental Cooperative Purchasing Agreement between Kettering City Schools and the Equalis Group LLC effective October 18, 2022 and to remain in effect unless terminated by either party. (Enclosure)
- B. Recommendation to approve a Resolution to enter into an agreement between the City of Kettering Police Department and Kettering City Schools to provide security for the 2022/23 school year for home basketball games.(Enclosure)

XII. Office of the Treasurer Agenda

- A. Recommendation to approve September 2022 Financial Statement. (Enclosure)
- B. Recommendation to accept the following donations:
 - 1. Christ Church United Methodist of Kettering to the Fairmont High School Spirit Chain in the amount of \$9,190.00.
 - 2. Good Shepherd Lutheran Church of Kettering to the Fairmont High School Mentoring Program in the amount of \$2,000.00
 - 3. Bill Lauter to the Fairmont Athletic Department in the amount of \$100.00 for the purchase of shot puts for the boys and girls track and field teams.
 - 4. Anonymous donation to the Southdale Food and Nutrition Services department in the amount of \$247.00 for student meals.
- C. Recommendation to approve Amended Permanent Appropriations and Amended Certificate of Estimated Resources for Fiscal Year 2023 (Enclosures)